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THIRTY-SIXTH CIA CAREER COUNCIL
MEETING

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CONFIDENTIAL

36th Meeting

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MINUTES

OF THE

CIA CAREER COUNCIL

36th Meeting, Thursday, 29 November 1956, 3:00 P. M.
DCI Conference Room, Administration Building

Present: Lyman B. Kirkpatrick, Inspector General, Chairman
Matthew Baird, Director of Training, Member
[REDACTED], Director of Communications, Member
[REDACTED], Assistant to the DD/I (Admin), Alt.
for DD/I, Member
[REDACTED] Chief, FI Staff, DD/P, Alt. for DD/P, Member
[REDACTED] Deputy Director of Personnel, Alt. for
Director of Personnel, Member
Lawrence K. White, Deputy Director (Support), Member
[REDACTED] Deputy Director of Personnel for Planning
and Development, Executive Secretary
[REDACTED] Office of Personnel, Reporter

1. The minutes of the 35th meeting were approved as distributed.
2. The memorandum from the Executive Secretary dated 26 November concerning pre-coordination of regulations to be acted upon by the CIA Career Council (item 2 on the agenda) was reviewed and determined to be in accordance with the desires of the Council.

3. The Chairman announced (a) that the headquarters regulation and handbook on Competitive Promotion were ready for authentication and transmission to the printer; (b) that the headquarters [REDACTED] Personnel Assignments for the signature of the Director were in his Office but had not yet been signed; (c) that the Ad Hoc Committee on Foreign Language Development expected to have its material available for consideration by the Council at its next meeting on 13 December; (d) that [REDACTED] Competitive Promotion would also be available for consideration by the Council on 13 December; and (e) that the selection of candidates for Army, Naval, and Air War Colleges would be made by the Council on 13 December. It was presumed that, after that meeting, the Council would not meet again until 10 January. The Chairman suggested that members of the Council confer at their convenience with the Executive Secretary with regard to the development of the schedule of matters that the Council might wish to consider in the immediate future.

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4. The Council interviewed five of the eight nominees for the National War College. Since it is not known how many spaces will be available for Agency personnel in the 1957-58 Class of the National War College, the seven candidates [redacted] previously selected for Harvard, not considered/ nominated for National War College and one candidate nominated for Industrial College of the Armed Forces were ranked in the order in which they would be recommended to the Director. The Council recommended to the Director in the order indicated the following:

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- 1.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

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(candidacy for the Industrial College of the Armed Forces changed to candidacy for the National War College.)

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5. The Council interviewed five of the seven nominees for the Industrial College of the Armed Forces and recommended the following:

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[redacted] (alternate)

6. The meeting adjourned at 5:05 p.m.

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[redacted]
Executive Secretary
CIA Career Council

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AGENDA
FOR THE
CIA CAREER COUNCIL

36th Meeting, Thursday, 29 November 1956, at 4:00 p.m.

DCI Conference Room

- ✓ 1. Minutes of the 35th Meeting; (attached) for approval.
- ✓ 2. Memorandum from Executive Secretary, CIA Career Council, subject: Coordination and Publication of Regulations Acted Upon by the CIA Career Council, dated 26 November 1956; (attached) for information.
3. CIA Participation in the National War College; Memorandum from DIER, dated 9 November 1956; (attached) for information.
4. Roster of Candidates nominated to attend fixed quota schools; (attached) for information.
 - a. Nominations for National War College; for recommendation to the Director. Biographic Profiles (attached). The following candidates will be available for interview: [REDACTED]
 - b. Nominations for Industrial College of the Armed Forces; for recommendation to the Director. Biographic Profiles (attached). The following candidates will be available for interview: [REDACTED]

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MINUTES
OF THE
CIA CAREER COUNCIL

35th Meeting, Thursday, 15 November 1956, 3:00 P.M.
DCI Conference Room, Administration Building

Present: Harrison G. Reynolds, Director of Personnel, Chairman
Robert Amory, Jr., Deputy Director (Intelligence), Member
Matthew Baird, Director of Training, Member
25X1A9a [REDACTED] Chief of Operations, DD/P, Alt. for DD/P,
Member
25X1A9a Lyman B. Kirkpatrick, Inspector General, Member
25X1A9a [REDACTED] Director of Communications, Member
25X1A9a [REDACTED] Chief, FI Staff, DD/P, Alt. for DD/P,
Member
25X1A9a [REDACTED], Assistant to the DD/I(Admin), Alt. for
DD/I, Member
25X1A9a Lawrence K. White, Deputy Director (Support), Member
[REDACTED] Deputy Director of Personnel for Planning
and Development, Executive Secretary
25X1A9a [REDACTED] Office of Personnel, Reporter
25X1A9a Guests: [REDACTED] Assistant Executive Officer, DD/P
[REDACTED] Special Assistant to the DD/S
[REDACTED] Chief, LAS, Office of Training
[REDACTED] Deputy Director of Personnel

1. The minutes were approved as distributed with the following amendment to paragraph 6: (Material deleted is stricken out, material added is underlined)

"It was further agreed that after the Council had taken action, the proposed regulation would lie open until the following ~~Tuesday~~ Thursday ~~(i.e., three working days - Friday, Monday, Tuesday - before it would be sent to the printer.~~ If no member of the Council had requested an extension of time beyond the close of business on ~~Tuesday~~ Thursday, the regulation would be ~~printed as agreed at the previous meeting of the Council~~ sent to the printer on Friday, without fail, in the form as agreed at the previous meeting of the Council.

25X1A 2. Regulation [REDACTED] which had been reprinted as directed by the Council at its last meeting was delivered to the members.

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SUBJECT: Minutes of 35th Meeting CIA Career Council

3. The Council considered the report of the Chairman of the Ad Hoc Committee, Foreign Language Development Program, dated 14 November and discussed the findings and recommendations with the Committee. With regard to the three recommendations of the Committee's report (paragraph 3), the Council took the following action:

(a) "Eligibility for awards shall not be conditioned by membership in the Career Staff" - Approved, except that persons who do not apply when eligible for membership or whose applications are deferred or denied shall not be eligible for awards.

(b) "The Language Specialists Program should be deleted from the current program and should be treated separately." - Approved

(c) "In identifying the language requirements of specific positions, each Deputy Director will be permitted flexibility and individual discretion, identifying those positions wherein language competence is an essential characteristic of the position and directing possession and acquisition of language competence for such additional assignments as is consistent with operational needs and plans." - Approved

With respect to the alternative policies identified by the Committee regarding eligibility of award for proficiency acquired during duty time, the Council decided that there be a scale of achievement awards for those who acquired language training through directed assignment versus those who acquired language training voluntarily on their own time. This scale perhaps would be in the nature of 1 to 2. It was further agreed that the Agency announcement would be based on the voluntary acquisition of language proficiency in order to emphasize the incentive factor. The reduced rate of award for those who achieved proficiency on Agency time would be added as a qualification to the basic level award.

4. With regard to the proposed headquarters [REDACTED] assignments for the signature of the Director, the Council approved it in principle and accepted the offer of the DD/S to make final revisions and present it to the Director for his approval. It was also agreed that paragraph 4 would not be included in the proposed notice but that the Director would be asked at a regular meeting of the Deputy Directors to approve such a policy and direct them to put it into effect.

5. The Council briefly reviewed the status of the Biographic Profile project and expressed their preference for photostat rather than thermofax copies.

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SUBJECT: Minutes of the 35th Meeting CIA Career Council

6. The Council interviewed six of the nine nominees for the Advanced Management Course at Harvard and recommended to the Director the following:

(1) February 1957 Course

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[REDACTED] (Alternate)

(2) September 1957 Course

25X1A9a

[REDACTED] (Alternate)

7. The Council interviewed six of the ten nominees for the Advanced Staff College and recommended to the Director the following:

(1) February 1957 Course

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[REDACTED] (Alternate)
[REDACTED] (2nd Alternate)
[REDACTED] (Alternate)

(2) August 1957 Course

25X1A9a

[REDACTED] (Alternate)
[REDACTED] (2nd Alternate)
[REDACTED] (Alternate)

8. The Council adjourned at 5:30 P.M.

[REDACTED]
Executive Secretary
CIA Career Council

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26 November 1956

MEMORANDUM FOR: Executive Officer, DDP
Special Assistant, DDI
Special Assistant, DDS
General Counsel
Chief, Regulations Control Staff

SUBJECT: Coordination and Publication of Regulations Acted
On by the CIA Career Council

1. This will confirm our conversation of recent date concerning the method by which pre-coordination will be carried out on regulations concerning personnel policy that are to be referred to the CIA Career Council. There follows a quotation from the minutes of the 34th Career Council meeting, as amended:

"The Council discussed the problem of coordination and publication of regulations on which the Council had taken action. It was agreed that in the future with respect to all regulations affecting personnel policy that when the draft had been prepared by either the Office of Training or the Office of Personnel it would be circulated to members of the Council sufficiently in advance of the meeting at which it would be acted upon so that the Council might take final action without the necessity for editorial or other revisions being made prior to publication. It would be the responsibility of the Executive Secretary to determine from the members of the Council how much time they and their staffs needed for further study. This would determine the date when it would be placed on the Agenda of the Council. It was further agreed that after the Council had taken action, the proposed regulation would lie open until the following Thursday. If no member of the Council had requested an extension of time beyond the close of business on Thursday the regulation would be sent to the printer on Friday, without fail, in the form as agreed at the previous meeting of the Council."

2. When distribution is made, a deadline for action will be established which will be followed unless an extension is approved by the Council. Time available for consideration will normally be

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**SUBJECT: Coordination and Publication of Regulations Acted On by the
CIA Career Council**

three weeks and in no case less than one week unless by direction of the Council. A sample schedule follows:

- 29 November: Distribution of Regulation X for pre-coordination
- 20 December: Regulation X is placed on the Agenda of the Council
- 27 December: The Council acts on Regulation X
- 3 January: Five day waiting period ends
- 4 January: Regulation X is authenticated and transmitted to the printer.

3. In order that the staffs of the Deputy Directors (Intelligence), (Plans), and (Support), the General Counsel and the Regulations Control Staff may have adequate copies for reference the following distribution will be made simultaneously with the copies that are referred to the members of the CIA Career Council:

15 copies to Mr. [REDACTED]
10 copies to Mr. [REDACTED]
4 copies to Mr. [REDACTED]
2 copies to Mr. [REDACTED]
2 copies to Mr. [REDACTED]

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**Executive Secretary
CIA Career Council**

Distribution:

- 1 - ExO/DDP
- 1 - SA/DDI
- 1 - SA/DSS
- 1 - General Counsel
- 1 - C/RCS
- 1 - 34th Career Council File
- 1 - Chrono

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